

**2013 FCC EEO Public File Report for Charter Communications
12558 - OPS Otter Tail Cnty MN**

This Report Covers September 1, 2012 through August 31, 2013

Total Number of Full-Time Vacancies Filled During This Period: 6
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 12

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State MN
FCC Unit 12558 - OPS Otter Tail Cnty MN

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1203325	Broadband Tech I	MinnesotaWorks.Net	0	0
		Referral	1	1
		Direct Employers	0	0
1203325 Total			1	1
1301146	Broadband Installer	Indeed.com	1	1
		MinnesotaWorks.Net	1	0
		Direct Employers	0	0
		Charter.com	1	0
1301146 Total			3	1
1205121	Broadband Tech I	MinnesotaWorks.Net	0	0
		Referral	2	1
		Direct Employers	0	0
1205121 Total			2	1
1206131	Cust Sales & Serv Cntr Rep	Indeed.com	1	0
		MinnesotaWorks.Net	0	0
		Direct Employers	0	0
1206131 Total			1	0
1301769	Cust Sales & Serv Cntr Rep	MinnesotaWorks.Net	0	0
		Referral	1	1
		Direct Employers	0	0
1301769 Total			1	1
1204950	Sup, Cust Sales & Service Cntr	Internal	3	1
		MinnesotaWorks.Net	0	0
		Direct Employers	0	0
1204950 Total			3	1

1304105	System Technician I	MinnesotaWorks.Net	0	0
		Direct Employers	0	0
		Charter.com	1	1
1304105 Total			1	1
Grand Total			12	6

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Charter.com	www.charter.com		Internet Posting	N/A	N	8
State Job Board-MN.	www.minnesotaworks.net		Internet Posting	N/A	N	2
Simply Hired.com	www.simplyhired.com		Internet Posting	N/A	N	0
Monster.com	www.monster.com		Internet Posting	N/A	N	0
OnDemand-TV	Charter Television	Baxter, MN. 56425	Heidi Bujorian	303-323-1435	N	0
Indeed.com	www.indeed.com		Internet Posting	N/A	N	2
Direct Employers Association	www.charter.com	9002 N. Purdue Rd. Suite 100-Indianapolis, IN.46268	Internet Posting	317-874-9000	N	0
Yahoo.com	www.yahoo.com		Internet Posting	N/A	N	0
Employment Flyers	101 6th St NE	Buffalo, MN. 55313	Wally Shelstad	763-682-5982	N	0

*Charter is a member of the DirectEmployers Association. Though this nonprofit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, educational institutions state workforce agencies and job bank(s), and organizations that distributes to women, minorities, the disabled, and veterans.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Charter Offices	Monthly	Supervisors and Managers participated in a variety of training programs designed to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Leadership Connect, Advanced Leadership Connect, Effective Hiring, Performance Management, and Civil Treatment for Managers.
2	Charter Offices	Monthly	Charter Communications arranged and paid for training for field technicians. Self Assessment and various training opportunities were available for Broadband and System Technicians to enable them to acquire skills that could qualify them for higher level positions.